



7th February 2019

Dear applicant,

Thank you for your interest in Hill Mead.

Our School

Hill Mead is a two-form entry community primary school located close to Brixton Market in a beautiful Victorian building.

Many of the pupils experience considerable deprivation. Large numbers join or leave the school at other than normal times, one in ten pupils is a refugee or asylum seeker and for a very high proportion of pupils English is not their first language. We are also a Resource Base in Lambeth, for up to 12 pupils with social, emotional and mental health needs.

We are extremely proud that in this most challenging and transient of settings, we are gaining a strong reputation for having created a harmonious & successful learning community. Pupils from a wide range of social & cultural backgrounds enjoy coming to school, their behaviour is exemplary, and their attitudes to learning are exceptional.

Our outstanding judgement from Ofsted is now three years old, but we have not rested on our laurels. In her most recent report last term, the Lambeth inspector wrote:

- There is a noticeable and strong culture that embraces the school community
- There is strong personalised learning through the use of individual targets
- We saw very strong behaviour in a climate that supports behaviour for learning

Our staff

An unusual feature of the school is that we have an **extra** permanent full-time teacher (as well as at least two teaching assistants) working in every year group of two classes. This makes a huge difference to teachers' workload and to our ability to secure pupil progress. All pupils, including those with special needs are supported within this year group structure.

The quality of teaching is very high and there is significant expertise amongst the staff: we regularly provide school based training for the Institute of Education, with whom we are a Specialist Partner. With our unique staffing structure – each year group is led by a Senior Teacher, this makes Hill Mead a unique environment for professional development.

We recognise that teaching is a team effort, and we regard our staff as trusted professionals. Therefore, we do not carry out any formal lesson observations or other monitoring, and we do not use performance related pay.



Hill Mead Primary School
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hillmead.org
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Finally, our teachers tell us that one of the best things about our school is the freedom they are given to plan the curriculum, using their imagination and creativity rather than following a rigid scheme of work. Hill Mead teachers are also free from any commercial schemes whether for lessons, reading or assessment. We use no extrinsic rewards or any behaviour system to manage our pupils.

Selection Process

Please organise your personal statement in the same order as the person spec, and address each point separately. You should also include which age group you are interested in teaching. NQTs are welcome to apply.

If you are shortlisted, we will put you in touch with the Senior Teacher from the relevant year group. They will help you plan a demo lesson, and provide all the support you need to be fully prepared. We will contact you on 28th February or 1st March, and you should expect to come in within 2 weeks of that date.

We will offer a position to any candidate who is the right fit for our school, regardless of particular vacancies at that time.

I really hope you apply for a position in our school – our pupils need the best to give them a decent start in life and you could be just what we are looking for.

Best wishes

Richard West
Headteacher